



Adult Learning Characteristic Application

Adult learners are experienced.

They relate new concepts to what they already know.

They can learn from each other as well as from the instructor.

Adult learners are self-directed.

They think “What’s in this for me?”

They prefer to go at their own pace and learn things in a certain sequence.

Adult learners are **NOW** oriented.

They prefer learning experiences that are realistic.

They think, “How can I use this information now?”

Adult learners are problem-solvers.

They want to participate.

They need to see how things work.

Adult learners have a limited attention span.

They can only absorb a certain amount of information in one sitting.

The mind can only focus on and process so much information at one time.

Because of this limitation, information should be presented in manageable chunks over an appropriate amount of time.

Our perception is selective.

Because we have limited attention resources to focus on the unlimited information in our environment, we tend to selectively perceive that which is most relevant, important, or interesting to us.

What is in short-term memory may not make it to long-term memory.

In order for information to be transferred to long-term memory it must be rehearsed, repeated, or refined through different types of practice or activities.

Images are often more easily retained than text or sound.

Images can communicate more in a short time than text.

An image may create visual associations to new information that will help the learner remember the information.

New information associated with existing information is often more easily recalled.

If new skill/knowledge is presented in a meaningful manner (i.e. within the job context), they may be easier to remember.